

Higher Education Faculty and Staff, 1987~88



Pennsylvania Department of Education 1988

**Higher
Education
Faculty
and Staff,
1987~88**

Commonwealth of Pennsylvania
Robert P. Casey, Governor

Department of Education
Thomas K. Gilhool, Secretary

Bureau of Information Systems
Bruce J. Cowling, Director

Division of Data Services
Roger G. Hummel, Chief
Compiled by: Donald D. Deitz, Educational Statistics Associate

August, 1988

Pennsylvania Department of Education
333 Market Street
Harrisburg, PA 17126-0333

The Pennsylvania Department of Education will not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, sex, age, religion, ancestry, handicap, union membership, or any other legally protected classification. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Education Amendments of 1972, and Sections 503 and 504 of the Rehabilitation Act of 1973.

Employees and participants who have an inquiry or complaint of harassment or discrimination, or who need information about accommodations for handicapped persons, should contact Susan Mitchell, Affirmative Action Officer, Pennsylvania Department of Education, 333 Market Street, Harrisburg, PA 17126-0333 (717-787-1953).

HIGHLIGHTS

The 1987-88 data on full-time instructional faculty salaries and fringe benefits indicate that:

- * the mean salary for selected faculty ranks on nine-month contracts rose by 77.3 percent since 1978-79.
- * since the 1985-86 academic year, the mean salary for selected faculty ranks on nine-month contracts rose by 13.4 percent.
- * the mean salary for selected faculty ranks on nine-month contracts at the state-related commonwealth universities was \$37,866, highest of the three categories of public institutions.
- * the mean salary for selected faculty ranks on nine-month contracts at the private state-aided institutions was \$46,424, highest of any category of private institutions.
- * a total of 191.6 million dollars was spent on fringe benefits for full-time instructional faculty on nine- and twelve-month contracts. This is an increase of 7.4 percent over the reported expenditures for 1985-86.

TABLE OF CONTENTS

	Page
INTRODUCTION.	1
APPENDIX A GLOSSARY	14
APPENDIX B NONRESPONDING INSTITUTIONS	15

TABLES

Table	Page
1. Mean Salaries of Full-Time Instructional Faculty Employed on a Contract of 9 Months for Selected Ranks by Type of Institutional Control, 1978-79 Through 1987-88.	2
2. Fringe Benefits of Full-Time Instructional Faculty Employed on a Contract of 9 Months, 1978-79 Through 1987-88.	4
3. Mean Salaries of Full-Time Instructional Faculty Employed on a Contract of 9 Months for Selected Ranks by Selected Institutional Categories, 1978-79 Through 1987-88.	6
4. Mean Salaries of Full-Time Instructional Faculty by Contract Length and Rank by Institutional Category, 1987-88.	7
5. Mean Salaries of Full-Time Instructional Faculty Employed on a Contract of 9 Months by Rank and Sex by Institutional Category, 1987-88	8
6. Mean Salaries of Full-Time Instructional Faculty Employed on a Contract of 12 Months by Rank and Sex by Institutional Category, 1987-88. . . .	9
7. Expenditures for Fringe Benefits for Full-Time Instructional Faculty by Length of Contract by Type of Benefit, 1987-88	10
8. Percent of Full-Time Instructional Faculty Employed on a Contract of 9 Months Who Have Tenure by Rank and Sex by Institutional Category, 1987-88.	11
9. Percent of Full-Time Instructional Faculty Employed on a Contract of 12 Months Who Have Tenure by Rank and Sex by Institutional Category, 1987-88.	12
10. Number of Employees in Postsecondary Education by Occupational Activity and Employment Status by Category, 1987-88.	13

FIGURES

Figure	Page
1. Index of Mean Salaries of Full-Time Faculty on 9-Month Contracts vs. The Consumer Price Index, 1978-79 Through 1987-88.	3
2. Fringe Benefit Expenditures for Full-Time Instructional Faculty on 9-Month Contracts.	5

INTRODUCTION

"Higher Education Faculty and Staff, 1987-88" is one in a series of publications containing statistical summaries related to basic education, higher education, and vocational education in Pennsylvania. The data contained in this publication reflects current year figures as well as trends on a variety of selected topics. In many instances, more detailed data is available.

Requests for more detailed data and questions or comments about the data should be addressed to the Pennsylvania Department of Education, Division of Data Services, 333 Market Street, Harrisburg, PA 17126-0333 (phone 717-787-2644).

Sources: Salaries, Tenure and Fringe Benefits of Full-Time Instructional
Faculty, 1987-88 (ED G50-14P-SA)
Fall Staff, 1987 (ED G50-14P-S)

TABLE 1

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED
ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY TYPE
OF INSTITUTIONAL CONTROL, 1978-79 THROUGH 1987-88 1/

	Total	Public	Private <u>2/</u>
1978-79	\$20 540	\$21 480	\$19 377
1979-80	21 834	22 780	20 780
1980-81	23 337	24 683	22 210
1981-82	25 735	26 232	25 143
1982-83	26 855	27 773	25 765
1983-84	29 192	28 936	29 493
1984-85	30 542	30 447	30 654
1985-86	32 131	31 797	32 522
1986-87 <u>3/</u>	-	-	-
1987-88	36 424	36 580	36 237

1/ The selected ranks are professor, associate professor, assistant professor, and instructor.

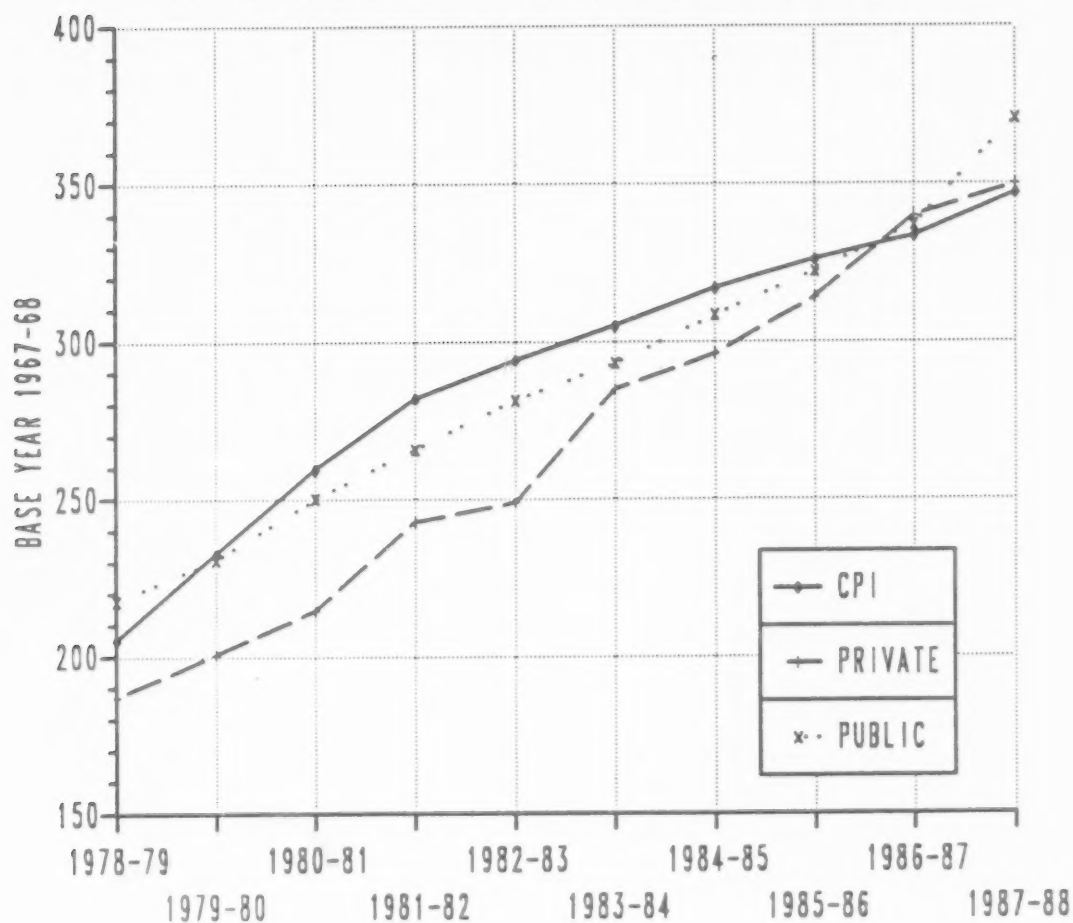
2/ Excludes specialized associate degree-granting institutions.

3/ 1986-87 data not collected.

The mean salaries of full-time instructional faculty on contracts of 9 months for selected ranks and selected institutions increased by 77.3 percent from 1978-79 to 1987-88. For the period 1985-86 to 1987-88 the increase was 13.4 percent. For the public sector, the mean salaries rose by 70.3 percent from 1978-79 to 1987-88 while the private sector salaries increased by 87.0 percent.

FIGURE 1

INDEX OF MEAN SALARIES OF FULL-TIME FACULTY ON 9-MONTH CONTRACTS
VS. THE CONSUMER PRICE INDEX, 1978-79 THROUGH 1987-87



NOTE: Includes only professor, associate professor, assistant professor, and instructor.

1986-87 data not collected. Data estimated for purpose of illustration.

TABLE 2

FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED
ON A CONTRACT OF 9 MONTHS, 1978-79 THROUGH 1987-88

(In Millions of Dollars)

	Total	Retirement	Social Security	Medical/ Dental	All Other ^{1/}
1978-79	\$ 70.3	\$30.3	\$16.7	\$11.3	\$12.0
1979-80	83.5	34.5	20.6	13.0	15.4
1980-81	93.9	38.1	23.3	15.5	17.0
1981-82	109.7	43.3	28.2	18.2	20.0
1982-83	116.8	48.4	28.6	21.5	18.3
1983-84	132.2	52.8	31.9	25.6	21.9
1984-85	151.2	59.8	36.8	31.2	23.4
1985-86	159.0	63.9	39.1	32.2	23.8
1986-87 ^{2/}	-	-	-	-	-
1987-88	174.2	64.3	46.2	37.6	26.1

^{1/} includes: guaranteed disability income, tuition and housing plans, unemployment compensation taxes, group life insurance, workmen's compensation taxes, and other benefits in kind with cash options.

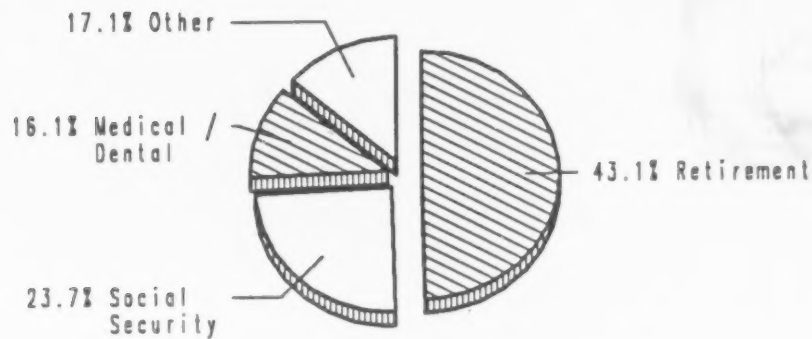
^{2/} 1986-87 data not collected.

In 1978-79, 43.1 percent of the expenditures for fringe benefits for full-time instructional faculty employed on a contract of 9 months were for retirement plans. By 1987-88 retirement plans accounted for only 36.9 percent of these expenditures. Over the 1978-79 to 1987-88 period, medical/dental benefits generally accounted for an increasingly larger portion of fringe benefit costs. The exceptions were 1979-80 and 1985-86 which showed slight percentage decreases.

For the 10-year period ending in 1987-88, expenditures for fringe benefits increased by 147.8 percent. By benefit, expenditures increased as follows: retirement, up 112.2 percent; social security, up 176.6 percent; medical/dental, up 232.7 percent; and all other, up 117.5 percent.

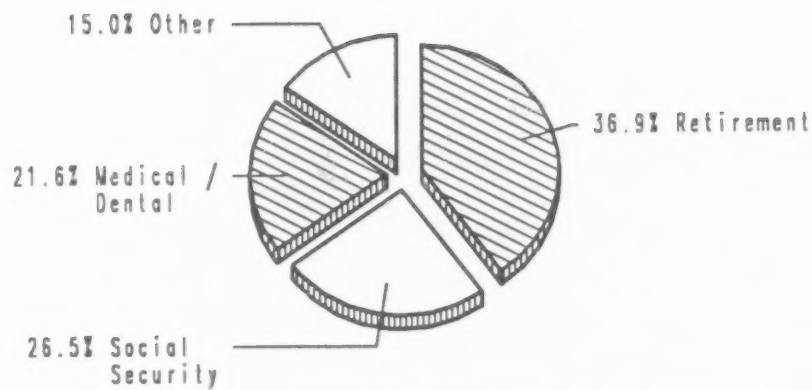
FIGURE 2

FRINGE BENEFIT EXPENDITURES FOR
FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH CONTRACTS



Total = \$70,276,648

1978-79



Total = \$174,179,089

1987-88

TABLE 3
MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT
OF 9 MONTHS FOR SELECTED RANKS BY SELECTED INSTITUTIONAL
CATEGORIES, 1978-79 THROUGH 1987-88 ^{1/}

	' ' 1978-79 '	' ' 1979-80 '	' ' 1980-81 '	' ' 1981-82 '	' ' 1982-83 '
Total, All Institutions	\$20 540	\$21 834	\$23 337	\$25 735	\$26 855
Total, Public Institutions	21 480	22 780	24 683	26 232	27 773
State Universities	23 240	24 886	26 181	27 778	29 128
State-Related Commonwealth Universities	21 115	22 186	24 045	26 183	27 834
Community Colleges	17 928	18 980	20 076	22 475	24 237
Total, Private Institutions ^{2/}	19 377	20 780	22 210	25 143	25 765

	' ' 1983-84 '	' ' 1984-85 '	' ' 1985-86 '	' ' 1986-87 ^{3/} '	' ' 1987-88 '
Total, All Institutions	\$29 192	\$30 542	\$32 131	—	\$36 424
Total, Public Institutions	28 936	30 447	31 797	—	36 580
State Universities	29 676	31 018	31 583	—	36 860
State-Related Commonwealth Universities	29 520	31 178	33 098	—	37 866
Community Colleges	25 940	27 502	29 356	—	32 708
Total, Private Institutions ^{2/}	29 493	30 654	32 522	—	36 237

^{1/} The selected ranks are professor, associate professor, assistant professor, and instructor.

^{2/} Excludes specialized associate degree-granting institutions.

^{3/} 1986-87 data not collected.

TABLE 4
MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT
LENGTH AND RANK BY INSTITUTIONAL CATEGORY, 1987-88

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	9 Months		12 Months		9 Months		12 Months		9 Months		12 Months	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	19 144	\$36 182	1 991	\$38 295	6 197	\$46 647	476	\$58 801	5 634	\$35 663	424	\$44 371
State Universities	4 321	36 860	27	44 754	1 544	44 824	9	54 789	1 398	36 625	8	47 429
State-Related Commonwealth Universities	4 312	37 563	991	47 375	1 213	51 433	331	63 767	1 275	37 699	270	46 999
Community Colleges	1 729	32 625	86	33 413	630	36 563	9	41 050	510	33 568	21	41 029
Private State-Aided Institutions	1 683	46 424	90	42 929	714	59 754	15	53 827	447	40 697	39	45 723
Private Colleges and Universities	6 776	33 833	272	40 688	2 023	44 194	76	53 503	1 983	33 285	65	39 371
Theological Seminaries	59	33 430	66	28 983	41	35 690	34	31 964	7	30 153	17	26 398
Private Junior Colleges	167	21 908	16	22 216	32	28 376	2	29 882	34	24 725	4	22 902
Specialized Associate Degree-Granting Institutions	97	20 638	443	18 096	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	9 Months		12 Months		9 Months		12 Months		9 Months		12 Months	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	5 594	\$29 218	366	\$35 236	1 480	\$22 729	609	\$20 297	171	\$23 261	36	\$33 884
State Universities	1 150	29 270	5	36 515	229	22 720	5	30 651	-	-	-	-
State-Related Commonwealth Universities	1 273	30 417	205	36 869	462	23 227	102	26 436	87	23 168	29	37 364
Community Colleges	434	29 282	29	34 917	142	22 983	18	24 316	13	21 789	6	18 709
Private State-Aided Institutions	454	34 237	26	37 698	54	26 080	10	29 286	14	23 088	-	-
Private Colleges and Universities	2 232	27 629	87	32 240	460	22 539	27	24 979	57	23 780	-	-
Theological Seminaries	9	27 239	11	26 004	2	26 443	3	22 428	-	-	1	24 035
Private Junior Colleges	42	21 392	3	23 981	34	17 965	1	22 720	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	97	20 638	443	18 096	-	-	-	-

	NO ACADEMIC RANK			
	9 Months		12 Months	
	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	48	\$18 791	80	\$37 077
State Universities	-	-	-	-
State-Related Commonwealth Universities	2	25 801	54	33 596
Community Colleges	-	-	3	26 639
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	21	21 417	17	56 624
Theological Seminaries	-	-	-	-
Private Junior Colleges	25	16 025	6	18 236
Specialized Associate Degree-Granting Institutions	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 5
MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT
OF 9 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1987-88

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	13 932	\$38 496	5 212	\$29 997	5 345	\$47 613	852	\$40 583	4 339	\$36 357	1 315	\$33 372
State Universities	3 187	38 243	1 134	32 976	1 341	44 868	203	44 534	1 095	36 699	303	36 359
State-Related Commonwealth Universities	3 289	39 786	1 023	30 417	1 076	52 262	137	44 924	1 033	38 284	242	35 202
Community Colleges	1 041	34 220	688	30 212	432	37 674	198	34 138	292	34 679	218	32 079
Private State-Aided Institutions	1 341	49 051	342	36 124	698	60 174	56	54 824	351	41 410	96	38 092
Private Colleges and Universities	4 882	36 301	1 894	27 469	1 777	45 129	246	37 438	1 547	34 138	436	30 261
Theological Seminaries	50	34 207	9	29 117	39	35 972	2	30 180	5	28 245	2	34 924
Private Junior Colleges	71	23 327	96	20 858	22	28 448	10	28 216	16	25 394	18	24 131
Specialized Associate Degree-Granting Institutions	71	22 571	26	15 362	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	3 429	\$30 346	2 165	\$27 431	721	\$24 419	759	\$21 124	82	\$25 183	89	\$21 490
State Universities	658	29 463	492	29 012	93	23 006	136	22 525	-	-	-	-
State-Related Commonwealth Universities	882	31 297	391	28 431	253	24 956	209	21 134	43	25 713	44	20 681
Community Colleges	238	30 645	196	27 627	73	24 525	69	21 351	6	23 035	7	20 721
Private State-Aided Institutions	294	36 070	160	30 869	32	27 179	22	24 482	6	28 863	8	18 756
Private Colleges and Universities	1 335	28 975	897	25 627	188	24 931	272	20 886	27	23 997	30	23 586
Theological Seminaries	6	27 698	3	26 320	-	-	2	26 443	-	-	-	-
Private Junior Colleges	16	20 073	36	22 203	11	18 470	23	17 724	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	71	22 571	26	15 362	-	-	-	-

	NO ACADEMIC RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	16	\$22 134	32	\$17 120
State Universities	-	-	-	-
State-Related Commonwealth Universities	2	25 801	-	-
Community Colleges	-	-	-	-
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	8	25 352	13	18 996
Theological Seminaries	-	-	-	-
Private Junior Colleges	6	16 622	19	15 836
Specialized Associate Degree-Granting Institutions	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 6
MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT
OF 12 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1987-88

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	1 405	\$41 698	586	\$30 137	425	\$59 495	51	\$53 019	326	\$44 712	98	\$43 237
State Universities	21	45 831	6	40 986	8	54 222	1	59 324	6	43 057	2	45 548
State-Related Commonwealth Universities	752	50 208	239	38 462	299	64 398	32	57 869	217	47 142	53	46 411
Community Colleges	39	35 503	47	31 679	5	40 943	4	41 185	10	42 779	11	39 438
Private State-Aided Institutions	64	43 968	26	40 373	12	52 526	3	59 032	30	45 852	9	45 295
Private Colleges and Universities	183	45 087	89	31 643	65	55 619	11	41 002	42	40 815	23	36 734
Theological Seminaries	63	29 158	3	25 312	34	31 964	-	-	17	26 398	-	-
Private Junior Colleges	13	23 681	3	15 867	2	29 882	-	-	4	22 902	-	-
Specialized Associate Degree-Granting Institutions	270	19 529	173	15 858	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	228	\$35 850	138	\$34 221	344	\$21 222	265	\$19 097	26	\$37 336	10	\$24 911
State Universities	5	36 515	-	-	2	28 880	3	31 831	-	-	-	-
State-Related Commonwealth Universities	128	37 180	77	36 351	46	27 858	56	25 268	23	39 114	6	30 655
Community Colleges	13	35 615	16	34 349	7	26 994	11	22 611	3	23 703	3	13 715
Private State-Aided Institutions	18	38 762	8	35 304	4	27 589	6	30 417	-	-	-	-
Private Colleges and Universities	52	33 947	35	29 703	11	27 162	16	23 479	-	-	-	-
Theological Seminaries	9	26 016	2	25 951	3	22 428	-	-	-	-	1	24 035
Private Junior Colleges	3	23 981	-	-	1	22 720	-	-	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	270	19 529	173	15 858	-	-	-	-

	NO ACADEMIC RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	56	\$40 710	24	\$28 598
State Universities	-	-	-	-
State-Related Commonwealth Universities	39	34 139	15	32 185
Community Colleges	1	29 030	2	25 443
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	13	65 962	4	26 275
Theological Seminaries	-	-	-	-
Private Junior Colleges	3	20 606	3	15 867
Specialized Associate Degree-Granting Institutions	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 7

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY
BY LENGTH OF CONTRACT BY TYPE OF BENEFIT, 1987-88

Benefit	9-Month Contract		12-Month Contract	
	Number		Number	
	Covered	Expenditures	Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	\$174 179 089	N/A	\$ 17 460 234
Retirement Plans--Vested Within 5 Years	12 592	41 666 466	1 049	4 779 133
Retirement Plans--Vested After 5 Years	5 097	22 609 390	392	1 858 483
Medical/Dental Plans	18 337	37 624 408	1 796	3 520 251
Guaranteed Disability Income Protection	11 546	1 560 377	1 117	186 356
Tuition Plan	4 429	12 867 110	695	1 290 068
Housing Plan	69	146 444	19	107 430
Social Security Taxes	18 940	46 180 024	1 908	4 683 637
Unemployment Compensation Taxes	14 016	2 314 423	1 259	253 670
Group Life Insurance	18 368	2 646 714	1 622	335 292
Workmen's Compensation Taxes	17 841	4 933 786	1 704	439 815
Other Benefits in Kind with Cash Options	2 670	1 629 947	64	6 099

TABLE 8

PERCENT OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS WHO HAVE
TENURE BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1987-88

	All		Professor		Associate Professor		Assistant Professor	
	Ranks							
	Men	Women	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	70.8	47.6	96.2	93.3	82.8	79.7	30.0	27.1
State Universities	81.0	60.6	97.8	98.0	85.6	78.2	47.9	47.4
State-Related Commonwealth Universities	66.1	41.1	97.2	99.3	86.7	89.3	26.3	16.4
Community Colleges	81.7	70.9	92.8	92.4	84.9	81.7	71.8	58.2
Private State-Aided Institutions	72.5	45.0	97.9	96.4	84.3	82.3	10.9	13.1
Private Colleges and Universities	64.9	36.8	95.1	88.6	78.2	74.5	20.1	16.6
Theological Seminaries	82.0	44.4	89.7	-	60.0	100.0	50.0	66.7
Private Junior Colleges	40.0	24.0	59.1	50.0	31.3	61.1	37.5	11.5
Specialized Associate Degree- Granting Institutions	17.1	33.3	-	-	-	-	-	-

	Instructor		Lecturer		No Academic Rank	
	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	13.5	6.9	-	-	6.3	6.3
State Universities	19.4	13.2	-	-	-	-
State-Related Commonwealth Universities	0.4	1.9	-	-	-	-
Community Colleges	41.1	18.8	-	-	-	-
Private State-Aided Institutions	-	-	-	-	-	-
Private Colleges and Universities	1.1	1.1	-	-	-	15.4
Theological Seminaries	-	-	-	-	-	-
Private Junior Colleges	36.4	17.4	-	-	16.7	-
Specialized Associate Degree- Granting Institutions	17.1	33.3	-	-	-	-

TABLE 9

PERCENT OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS WHO HAVE
TENURE BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1987-88

	All		Professor		Associate Professor		Assistant Professor	
	Ranks		Professor		Professor		Professor	
	Men	Women	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	53.4	34.1	91.1	84.3	73.9	69.4	23.2	13.0
State Universities	90.5	83.3	100.0	100.0	100.0	50.0	60.0	-
State-Related Commonwealth Universities	63.4	30.1	95.0	93.8	79.7	69.8	14.1	5.2
Community Colleges	56.4	51.1	80.0	100.0	80.0	90.9	76.9	56.3
Private State-Aided Institutions	45.3	19.2	83.3	33.3	63.3	44.4	-	-
Private Colleges and Universities	52.5	31.5	76.9	63.6	64.3	69.6	36.5	14.3
Theological Seminaries	54.0	-	88.2	-	23.5	-	-	-
Private Junior Colleges	84.6	66.7	50.0	-	100.0	-	100.0	-
Specialized Associate Degree- Granting Institutions	23.0	37.0	-	-	-	-	-	-

	Instructor		Lecturer		No Academic Rank	
	Instructor		Lecturer		Rank	
	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	19.2	26.0	-	-	5.4	8.3
State Universities	100.0	100.0	-	-	-	-
State-Related Commonwealth Universities	2.2	1.8	-	-	2.6	-
Community Colleges	-	9.1	-	-	-	-
Private State-Aided Institutions	-	-	-	-	-	-
Private Colleges and Universities	-	-	-	-	-	-
Theological Seminaries	-	-	-	-	-	-
Private Junior Colleges	100.0	-	-	-	66.7	66.7
Specialized Associate Degree- Granting Institutions	23.0	37.0	-	-	-	-

TABLE 10
NUMBER OF EMPLOYEES BY OCCUPATIONAL ACTIVITY^{1/} AND EMPLOYMENT STATUS BY CATEGORY, 1987-88

Institutional Category	All Occupational Categories			Executive, Administrative and Managerial		Instructional Faculty 2/		Other Professional		Non-professional	
	Total	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
ALL INSTITUTIONS	112 345	86 541	25 804	8 144	345	25 684	16 665	14 545	2 362	38 168	6 432
State Universities	10 294	9 475	819	694	19	4 506	464	554	146	3 721	190
State-Related Commonwealth Univ	37 925	28 724	9 201	1 819	16	7 522	5 630	6 999	1 076	12 384	2 479
Community Colleges	8 893	4 697	4 196	715	123	1 838	3 564	268	108	1 875	401
Private State-Aided Institutions	25 538	21 908	3 630	2 076	44	4 401	1 933	4 420	384	11 011	1 269
Private Colleges and Universities	25 820	18 913	6 907	2 339	121	6 292	4 470	1 981	569	8 301	1 747
Theological Seminaries	624	418	206	91	10	127	97	25	12	175	87
13 Private Junior Colleges	1 181	798	383	106	1	214	196	128	49	350	137
Specialized Associate Degree-Granting Institutions	2 070	1 608	462	303	11	784	311	170	18	351	122

1/ See definitions on page 14.

2/ Includes Instruction/Research Assistants.

APPENDIX A

GLOSSARY

EXECUTIVE, ADMINISTRATIVE, MANAGERIAL--Employees who exercise primary responsibility for the management of the institution, or of a customarily recognized department or subdivision thereof.

INSTRUCTIONAL FACULTY--Instruction/research staff whose major regular assignment is instruction, including those with released time for research.

INSTRUCTION/RESEARCH ASSISTANTS--Individuals employed for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research.

NONPROFESSIONAL--Includes individuals employed in the fields of technical and paraprofessionals, clerical and secretarial, skilled crafts, and service/maintenance.

OTHER PROFESSIONAL--Individuals employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background.

PRIVATE CONTROL--Institutions listed in the following categories:
the private state-aided institutions, the private colleges and universities, the theological seminaries, the private junior colleges, the specialized associate degree-granting institutions, and the state school of technology.

PUBLIC CONTROL--Institutions listed in the following categories:
the state universities, the state-related commonwealth universities, and the community colleges.

APPENDIX B

NONRESPONDING INSTITUTIONS

American Institute of Drafting, Inc.
Antonelli Institute of Art and Photography -
Plymouth Meeting
Art Institute of Philadelphia
Art Institute of Pittsburgh
Cambria-Rowe Business College
Central Pennsylvania Business School, Inc.
CHI Institute
Combs College of Music
Computer Systems Institute, Inc. - Meadville
Computer Systems Institute, Inc. - Pittsburgh
DuBois Business College
Duff's Business Institute
Electronics Institute, Inc. - Middletown
Electronics Institute, Inc. - Pittsburgh
Erie Institute of Technology
Grove City College
Harcum Junior College
Harmarville Training Institute
ICM School of Business
Lansdale School of Business - Lansdale
Lincoln Technical Institute - Allentown
Lyons Technical Institute - Philadelphia
Lyons Technical Institute - Upper Darby
McCann School of Business, Inc. - Wyoming
Moore College of Art
National Education Center - Thompson
Institute Campus - Philadelphia
National School of Health Technology, Inc.
National School of Health Technology, Inc. -
Northeast
New Castle School of Trades, Inc.
Northeast Institute of Education
Palmer School, Inc. - Harrisburg
Palmer School, Inc. - Lancaster
Philadelphia School of Printing and Advertising
Pittsburgh Institute of Mortuary Science
Schuylkill Business Institute
South Hills Business School
Washington Institute of Technology
Welder Training and Testing Institute - Allentown
Welder Training and Testing Institute - Philadelphia
Welder Training and Testing Institute - Wilkes-Barre
Western School of Health-Business Careers
Williamson Free School of Mechanical Trades
York Technical Institute